



2021 Benefits Summary

Unrepresented General, Management and Professional Employees

Cafeteria Health Plan

The City provides \$14,400 per year (\$600 twice monthly), toward the purchase of qualified benefits on a pre-tax basis under the City's Section 125 Cafeteria Benefits Plan. Qualified benefits include: health, dental, vision, dependent care flexible spending account (FSA) and healthcare FSA. The remaining balance is available as additional taxable income, up to \$7,098 per year (\$295.75 twice monthly). Health insurance benefits are provided through California Public Employees' Retirement System (CalPERS).

Retirement

The City contracts with the California Public Employees' Retirement System (CalPERS):

Retirement Tier	Retirement Formula
Tier 1 – Classic	2.7% @ 55
Tier 2 – Classic	2.0% @ 60
Tier 3 – New Member	2.0% @ 62

457 Deferred Compensation

The City offers a 457 and/or 401(a) deferred compensation. These accounts are voluntary and employee funded.

Life, Accidental Death and Dismemberment and Long-Term Disability Insurance

The City provides Basic Group Term Life Insurance, Accidental Death and Dismemberment (AD&D) and Long-Term Disability Insurance (LTD). Group Term Life Insurance is equal to 1x your basic annual earnings up to a maximum of \$150,000. AD&D is up to the amount of your Group Term Life Insurance. LTD benefits are 66% of monthly earnings up to a maximum of \$8,000 per month. San Dieguito Water District employees pay for their LTD premium. Employees may choose to purchase additional life insurance through the City's Voluntary Optional Life Insurance program.

Sick Leave (Maximum Four Units)

The City's Income Protection Plan (IPP) protects employees who become incapacitated by a single episode of illness, injury or disability for one or more workdays, not to exceed ninety (90) calendar days (520 hours). New hires shall receive one Unit of Benefit upon hire. Subsequent units shall accrue at the rate of one Unit every quarter until twelve (12) months have been completed. After twelve (12) months of employment, the employee shall accrue a Unit per month, except for any month in which an absence has occurred. Employees who were hired prior to June 30, 2003 and remain consistently employed by the City and/or SDWD earn five (5) units.

Vacation Leave

Employees earn vacation hours based on the following years of service:

Years of Service	Hours of Paid Vacation	Biweekly Accrual Rate	Maximum Accumulation
Hire - 5 Years	104 hours	4.00 hours	500 Hours
6 - 10 Years	128 hours	4.92 hours	
11 - 15 Years	152 hours	5.85 hours	
16+ Years	184 hours	7.08 hours	

Credit is given to new employees for related continuous prior public service employment at the rate of one year for every two years worked.

In addition to Vacation Leave, all Management employees shall be provided fifty-five (55) annual hours of Administrative Leave.

Paid Leave for Family Member Illness and Parental Leave

Each new full-time employee is granted a beginning balance of fourteen (14) hours of paid time off to attend to family member(s) in need of the employee's assistance in times of illness or parental leave to bond with a new child; 1.3846 hours of additional paid leave is accrued each pay period. The maximum accrual is eighty-three (83) hours.

General Election Leave

Employees shall be provided a half day of paid leave to vote at the employee's polling location or a full day of paid leave to volunteer for the County Registrar of Voters for a General Election.

Holiday Closure

Each year, City Hall is closed from Christmas Eve through New Year's Day.

Holidays

Employees receive twelve (12) fixed holidays and four (4) floating holidays (36 hours) per fiscal year.

Employee Assistance Program (EAP)

Confidential services are available to employees and household members to assist with personal and professional issues. Eight sessions per issue are available each calendar year.

Computer Purchase Program

The City will loan employees who successfully complete the probationary period of employment an interest free loan of up to \$3,000.

Tuition Assistance

Eligible employees may receive up to \$1,200 in reimbursement per fiscal year for approved coursework tuition, required textbooks and registration.

Social Security and Medicare

The City does not participate in the Social Security program. The City and employees each pay 1.45% to Medicare Insurance.

This document is intended to provide a general summary of benefits available to employees of the City of Encinitas and San Dieguito Water District. Exact benefits an employee is entitled to receive are determined by the City Council through collective bargaining agreements between the City and the union representing the employee's classification, as well as through various Resolutions and Ordinances. If there is a conflict between the information in this summary and the official plans/contracts, the official documents will prevail.